MULTIMEDIA UNIVERSITY

STUDENT ID NO

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FINAL EXAMINATION

TRIMESTER 1, 2022/2023

BLL2124 – LABOUR LAWS

(All Sections/Groups)

22 NOVEMBER 2022
9.00 a.m – 11.00 a.m
(2 Hours)

INSTRUCTIONS TO STUDENT

1. This question paper consists of **TWO (2)** pages with **FOUR (4)** questions only.
2. Answer **ALL** questions and all questions carry equal marks and the distribution of the marks for each question is given.
3. Please write all your answers in the answer booklet provided.

QUESTION 1

Interaction between Employer and Employee

To entice and retain employees, employers should develop a career development pathway, said Human Resources Minister Datuk Seri S. Subramaniam. He said the employees would be contented if they were given sufficient training and professional development. Job provides the basic stability for life, so it is important for employers to show that the job being done provides continuity and a future. When there is no room for professional development, it will create uncertainties among the workers and this will lead to the feeling of unhappiness and dissatisfaction, he said after launching the fifth Smart Sourcing Summit 2012 today. He added that dissatisfied workers would affect the companies' productivity. "If the employees' needs are satisfied, the employers can expect an optimum performance from them, otherwise the talents will be flowing in and out of an organisation," he said. Dr. Subramaniam was responding to a recent JobStreet.com survey on employee job satisfaction in Malaysia which saw 78 per cent of respondents citing unhappiness with their current jobs.

Dissatisfaction with the scope of work was the primary reason given followed by poor relationship with their immediate supervisor or boss. Only 17 per cent stated wages as their reason for being unhappy at work. Overall, the employees felt they would be happy if there were opportunities for career development and balance in work and life. The Malaysian Employees Federation (MEF) executive director Tn. Hj. Shamsuddin Bardan said the findings were alarming as unhappy workers led to negative work environment. He said the issues need to be addressed by both the employers and employees. The Malaysian Trades Union Congress (MTUC) president Mohd Khalid Atan said good communication between employers and employees is essential for an ideal work relationship. Khalid added that the employers and employees are interdependent and stressed the importance of ensuring that both parties respect each other's need and expectations.

(Source: http://www.nst.com.my).

(a) In light of the preceding discussion, explain **FIVE (5)** factors that affected the relationship between employers and employees.

(10 marks)

(b) Briefly describe **FIVE (5)** ways for employers to build positive relationships with their employees based on your understanding of the aforementioned case.

(15 marks)

(Total: 25 marks)

QUESTION 2

From April 1st 2014 onward, employers with more than 50 employees are required to use the electronic medium, especially e-Caruman to submit details of the monthly contributions. Employees Provident Fund (EPF) deputy chief executive officer (Operations) Datuk Ibrahim Taib said the printed Form A would no longer be send to employers. "e-Caruman makes it easy for employers to send EPF details safely and quickly. It will help them to reduce operation cost and in the long-term, help to improve efficiency," he said in a statement here. However, employers who want to use the e-Caruman service must first have an i-Akaun. New employers who are registered must complete the KWSP 1 or KWSP 1 (i) forms to get the activation code for the i-Akaun. Ibrahim also encouraged i-Akaun holders to be prepared to convert to the e-Caruman immediately.

(Source: The Star, March 27, 2018).

Discuss in detail **FIVE (5)** functions of Employee Provident Fund (EPF) as stated in the Employees Provident Fund Act 1991.

(25 marks)

QUESTION 3

The International Labour Organization (ILO), an agency of the United Nations based in Geneva, also plays an important role in our industrial relations and labour law. Briefly discuss **FIVE (5)** functions of International Labour Organization (ILO) in fostering social and economic progress for every country.

(25 marks)

QUESTION 4

(a). The Employment Act 1955 sets out the provision for the employee whose services are terminated to receive termination benefits from the employer. Discuss **FIVE (5)** reasons on why some employees are **NOT** entitled to termination benefits from their organization.

(15 marks)

(b). Sexual harassment complaints are defined broadly to encompass complaints by: an employee against another employee; by an employee against any employer; or by an employer against an employee. Discuss **FIVE (5)** important explanations in handling a sexual harassment case.

(10 marks)

(Total: 25 marks)

End of Paper